

DEPARTMENTAL BUDGET INFORMATION

EMPLOYMENT & TRAINING (21)

MISSION

The mission of the Employment and Training Department is to promote the economic self sufficiency of Detroit residents and to provide qualified workers to local employers through the delivery of cost-effective, high quality employment, training, and education services in partnership with businesses, community-based organizations, educational institutions, and governmental agencies.

DESCRIPTION

The Department provides employment and training services for all residents of the city, including those who are unemployed and economically disadvantaged, who are unemployed and fail to meet the definition of self-sufficiency as measured by the Detroit Living Wage ordinance, or have other barriers to employment under the Workforce Investment Act (WIA), Welfare to Work Grant, Youth Opportunities Movement Grants, and the Work First, Partnership for Adult Learning, and the Food assistance Employment and Training programs.

The Department also provides a broad range of economic development services, in conjunction with the Detroit Regional Chamber of Commerce, Detroit Economic Growth Corporation, Detroit Renaissance, DTE Energy, New Detroit, Booker T. Washington Business Association, and the Black Chamber of Commerce, to companies exploring locating in or around Detroit and to companies who are deciding whether to stay or expand in Detroit.

Other programs administered by the Department include a Rewarding Youth

Achievement program for in-school youth, a Demonstration Program for youth with disabilities, a strategic planning and pilot project grant to better serve adults with disabilities, and several special projects directed to increased availability of supportive services, such as transportation assistance, child care referrals, and the provision of clothing.

As the administrative entity for the Detroit Workforce Development Board, the Department works very closely with the Detroit Public Schools, the Employment Security Agency, the Wayne County Family Independence Agency, Michigan Department of Career Development Rehabilitation Services, and many corporate and institutional leaders of the community to ensure the best possible coordination of employment and training services with employers' expectations and needs.

Under the Workforce Investment Act as well as under the Wagner-Peyser Employment Service, any and all job seekers are to be provided with a menu of employment seeking and job referral services including Employment Service registration, resume entry, job listing browsing, interests self assessment, labor market information, and employer job postings. All funding is allocated based upon two allocation categories: Youth Services and Adult Client Services.

MAJOR INITIATIVES

Demonstration Grant for Youth with Disabilities - The Department was recently awarded a Demonstration Grant for Youth with Disabilities from the U.S. Department of Labor to improve the capacity of its

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Workforce Investment Act (“WIA”) – assisted youth programs, including the Youth Opportunity (YO!) Service Centers, to serve youth with disabilities.

Customized Employment Grant – The Department was awarded a Customized Employment grant from the U.S. Department of Labor to plan and implement systems that will make its One Stop Service Centers’ services more known and available to adults with disabilities, ages 18 and over, including graduates and graduating seniors from the public and private schools in Detroit. Strategic planning and a pilot project will result in system-wide changes in the way the Department addresses the needs of individuals with disabilities.

Urban Partnership Initiative for Welfare Reform – Detroit was recently selected by the U.S. Department of Health and Human Services to participate in the Urban Partnership Initiative, a best practices network of ten cities across the nation to share technical assistance information on urban welfare programs.

Work First – The largest single program within the Department’s budget is targeted to welfare recipients identified by the Family Independence Agency and provides comprehensive work readiness activities and supportive services.

Youth Opportunity Movement – The U.S. Department of Labor competitively awarded the department a grant for a 5-year program of comprehensive education, development, and training targeted primarily toward out of school youth (14 to 21) who reside in the

Empowerment Zone. Program services are provided from two youth centers located on the east and west sides of the city’s Empowerment Zone.

One Stop Service Centers – The State and USDOL provided funding to establish five state of the art One Stop Service Centers throughout Detroit, which collocated many of the mandated partner service agencies and others suggested in the WIA near customers’ homes.

Partnership for Adult Learning Program – The Department receives an allocation from the Michigan Department of Education/Michigan Department of Career Development to fund basic literacy, English as a Second Language (“ESL”), and GED preparation for adults 16 and older who have not completed high school, or do not have a GED or literacy skills to meet employment requirements.

Job Access Reverse Commute – JARC is a competitively awarded program funded by the U.S. Department of Transportation to provide transportation to work and work-related destinations for Welfare to Work and Work First program participants.

Custom Designed Training Programs – The Department has created a diverse mix of customized training programs designed by employers to fit their employee needs and who agree to hire every trainee that completes the program.

PLANNING FOR THE FUTURE

The ripple effect of the downturn in the economy throughout the state and city could

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reverse the past six (6) year gains and eliminate program funding for several entry level jobs the formerly strong economy created. The Workforce Development Board recognizes this possibility and is working to generate additional funding and programs for adults and youth in Detroit. The Department has also engaged in strategic planning which resulted in the completion of an environmental scan, report card to the community, strategic plan, and operational plan which describes how the Department and its partners will coordinate and accomplish the goals and objectives identified in the strategic plan over the course of the next three years and beyond. The Strategic Plan was updated in Fall 2002, at which time the mission, vision, and goals were revised. In 2003-2004, the Department will continue strengthening this plan and sharpening its focus.

In support of the Mayor's Kids, Cops, Clean initiatives, the Department has identified several on-going and new programs that will contribute to the initiative. The Department is monitoring the performance of these projects and coordinating whenever possible with the Mayor's Time Program. The Mayor's Kids' initiative will be supported through Department programs that contribute to youth literacy and career preparation, through its Workforce Investment Act (WIA)-assisted youth programs, the Youth Opportunity! Movement, and Rewarding Youth Achievement. Youth will also receive summer employment opportunities through WIA programs and the efforts of the Youth Council of the Detroit Workforce Development Board.

The families of thousands of youth will be strengthened through the Department's participation in the U.S. Department of Health and Human Services Urban Partnership Initiative. This technical assistance project will assist the Department and its team members, including the Wayne County Family Independence Agency, implement a seamlessly integrated service delivery system that will lead to economic self-sufficiency for current public assistance recipients.

The Department will make a significant contribution to the "Cops" portion of the Mayor's initiatives by contributing public safety through jobs programs for ex-offenders. The initiatives for people involved in the criminal justice system include support for the Michigan Department of corrections "Going Home" reentry grant, which will provide job placement support for 250 returning ex-offenders, the National League of Cities-sponsored technical assistance project for creating a transitional jobs project for ex-offenders, and chairing a criminal justice to work task force in order to promote communication and collaboration between the criminal justice, workforce development, and human service systems.

The Department will contribute to the "Clean" city initiatives through the implementation and enforcement of standards for grounds and building cleanliness for its own six facilities and the offices of its network of over 70 contractors. It will also require education regarding environmental awareness and cleanliness through its various programs.

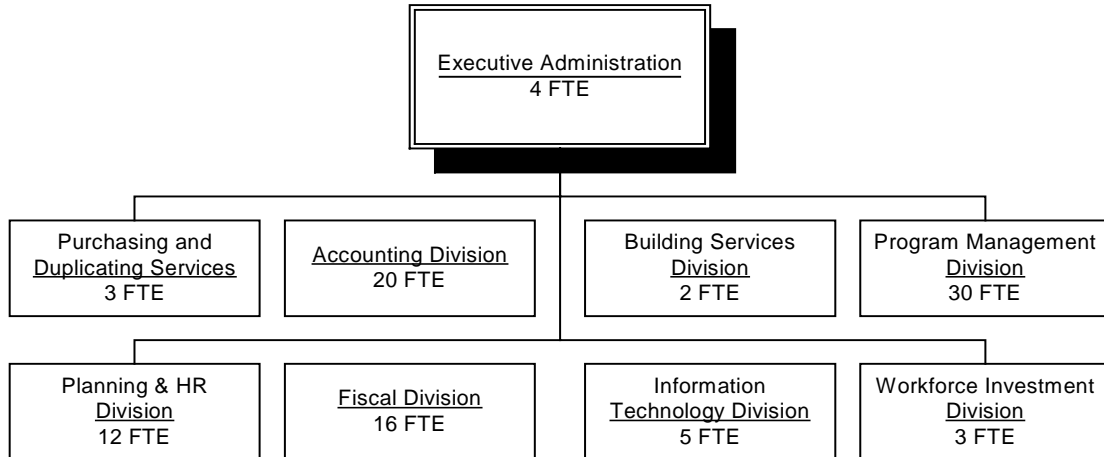
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The Michigan Department of Transportation awarded the Department a new transportation – to – work grant for a pilot project targeted at transportation to work services at and new the Detroit Metropolitan Airport. This grant will augment the Department's transportation services to low income residents of Detroit and Wayne

County through the federally funded Job Access and Reverse Commute program.

The Department has also initiated a Youth Services Leadership Development Forum and an Info Expo. Both events, held at Cobo Convention Center, were very successful and will become annual events.

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PERFORMANCE GOALS, MEASURES AND TARGETS

Goals: Measures	2001-02 Actual	2002-03 Projection	2003-04 Target
Advance workforce development and meet employers' workforce needs:			
Employment Placement Rate	74.9%	76.9%	78.9%
Employment Retention Rate	75.1%	77.1%	79.1%
Average Earnings Change	\$5,069	\$5,170	\$5,273

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EXPENDITURES

	2001-02		2003-04		
	Actual	2002-03	Mayor's	Variance	Variance
	Expense	Redbook	Budget Rec		Percent
Salary & Wages	\$ 5,119,801	\$ 7,287,664	\$ 6,435,063	\$ (852,601)	-12%
Employee Benefits	2,271,764	2,819,963	2,877,328	57,365	2%
Prof/Contractual	479,845	2,499,747	32,000	(2,467,747)	-99%
Operating Supplies	103,453	241,063	122,228	(118,835)	-49%
Operating Services	6,735,367	8,450,935	9,000,750	549,815	7%
Capital Equipment	3,724	154,000	5,000	(149,000)	-97%
Other Expenses	70,708,091	66,374,482	64,506,702	(1,867,780)	-3%
TOTAL	\$ 85,422,045	\$ 87,827,854	\$ 82,979,071	\$ (4,848,783)	-6%
POSITIONS	85	97	95	(2)	0

REVENUES

	2001-02		2003-04		
	Actual	2002-03	Mayor's	Variance	Variance
	Revenue	Redbook	Budget Rec		Percent
Rev from Use of Assets	\$ (436,245)	\$ -	\$ -	\$ -	0
Grants/Shared Taxes	93,400,760	87,440,854	82,727,071	(4,713,783)	-5%
Contrib/Transfers	250,000	-	-	-	0
Miscellaneous	248,148	250,000	250,000	-	0
TOTAL	\$ 93,462,663	\$ 87,690,854	\$ 82,977,071	\$ (4,713,783)	-5%